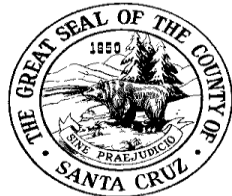




ROOTS & WINGS

Give a child roots to grow
and wings to fly



Santa Cruz, California

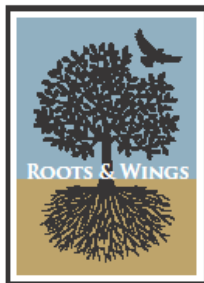
May, 2011

State and Federal Regional Office Presentation

Goals

2

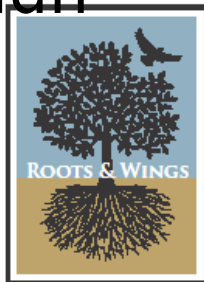
- ❑ Recruit concurrent and adoptive resource families who are reflective of children in foster care.
- ❑ Ensure resource families are satisfied with services and support.
- ❑ Ensure children are transitioned to permanent homes in a timely manner.



Project Structure

3

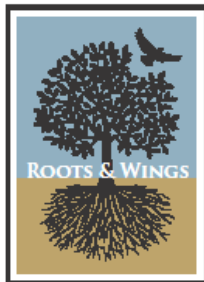
- Bi-monthly meetings between Project Manager and contracted staff to direct recruitment, retention and permanency efforts
 - ▣ Full time Resource Family Specialist-recruitment
 - ▣ 2 Full time Resource Family Liaisons-retention/support
 - ▣ 1/2 time Permanency Partner-child specific permanency
- Internal Operations meetings-held monthly and include key Child Welfare staff and evaluators
 - ❖ Staff newsletter (“News from the Nest”) informing staff of project accomplishment and results



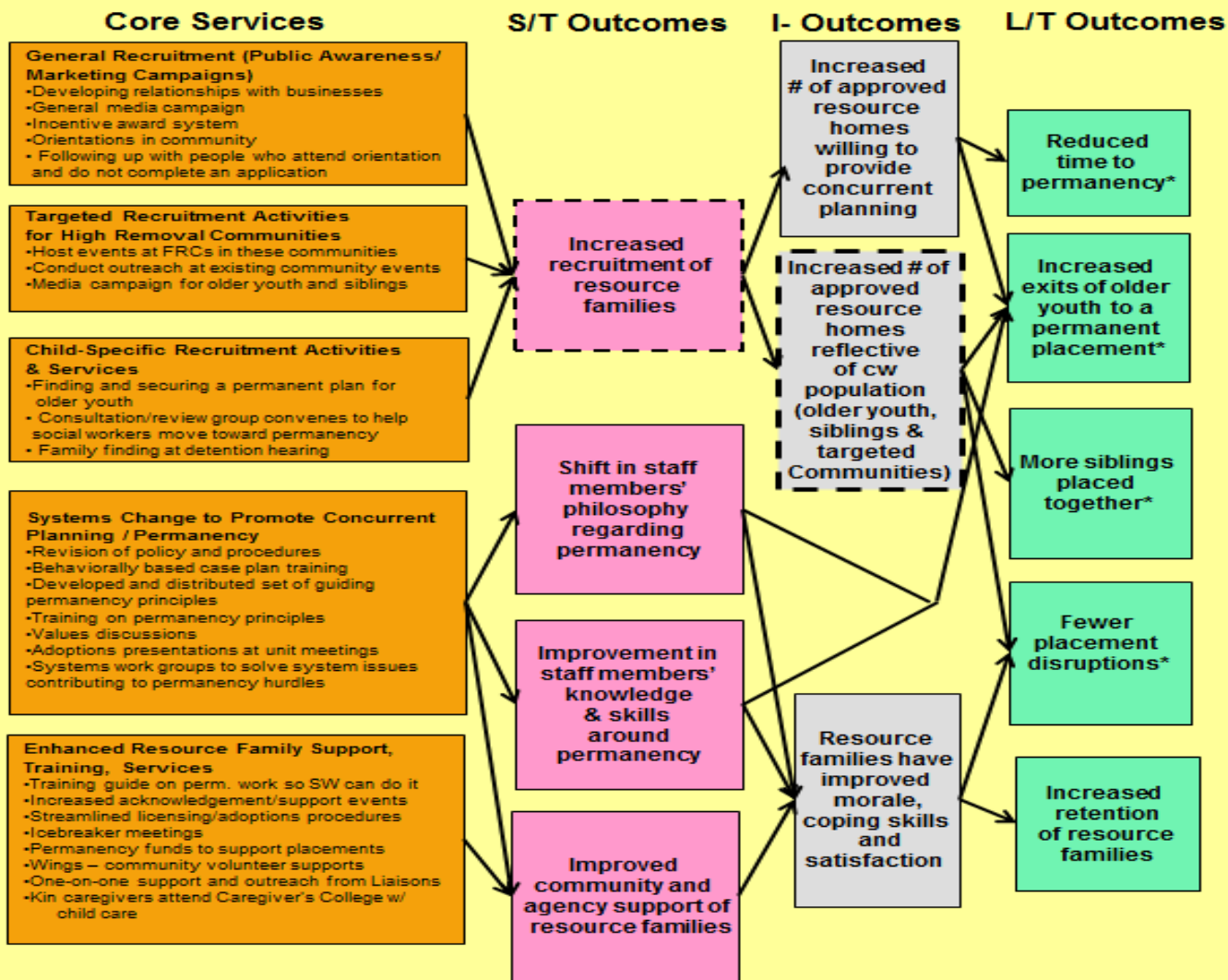
Project Structure

4

- Community Advisory Committee-provides input and feedback
 - ❖ Ad hoc committees-meet as needed; issue or task focused and limited time commitment
 - ❖ On-going activities-assist with outreach and recruitment of adoptive/foster parents and goods and services for foster youth
- Systems Improvement Committee (SIP)-made up of resource parents and key policy and program directors who oversee the Child Welfare System Improvement Plan

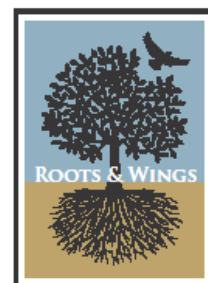


Roots and Wings Logic Model

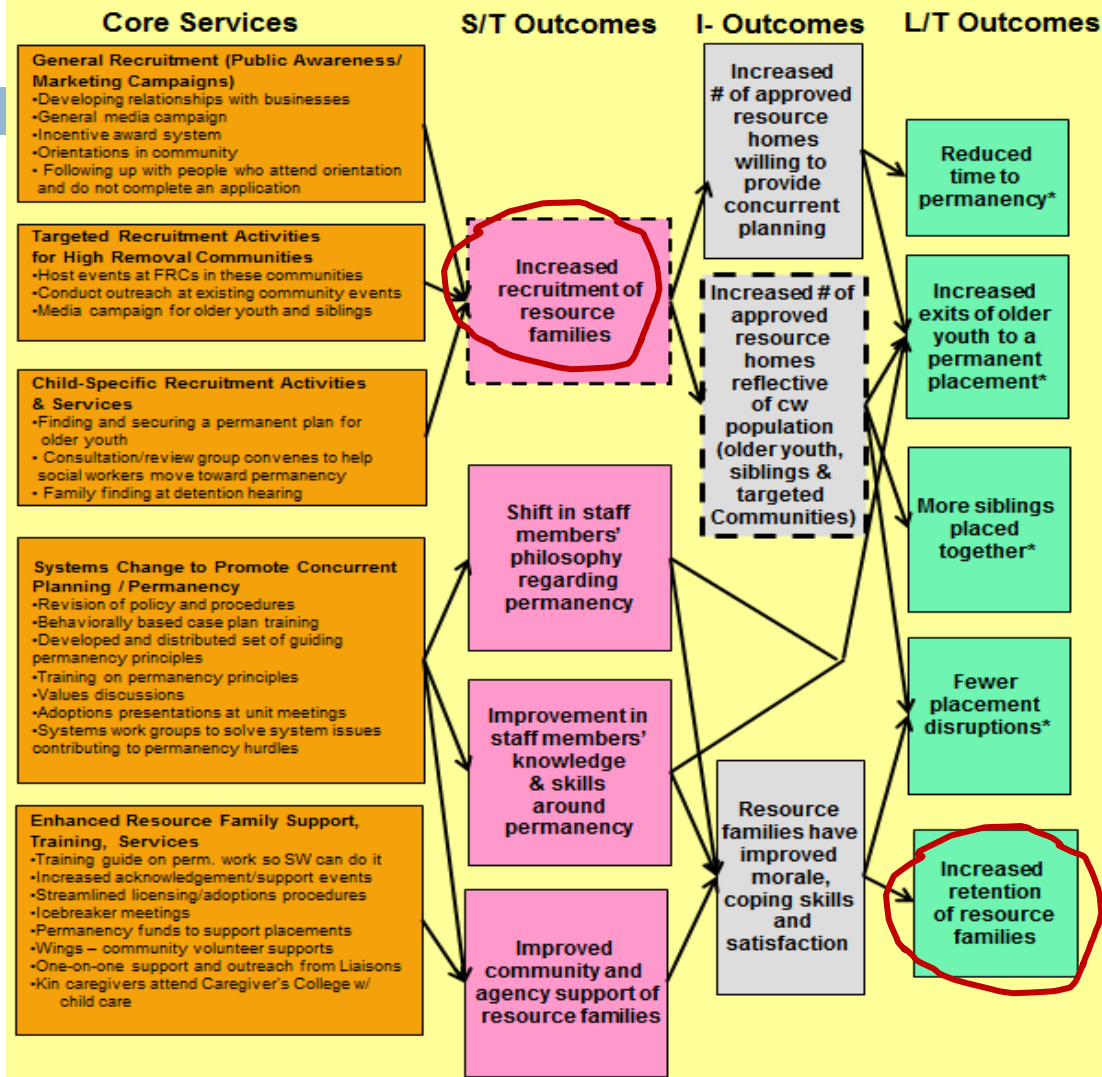


NOTES:

1. Boxes with dashed borders indicate outcomes tied to PM-OTOOL indicators
2. Starred outcomes are tracked in SJSU outcome evaluation
3. Implementation of Core Services monitored with SJSU process evaluation



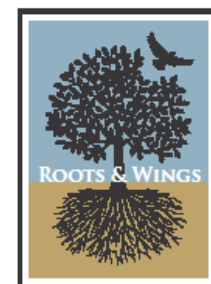
Roots and Wings Logic Model



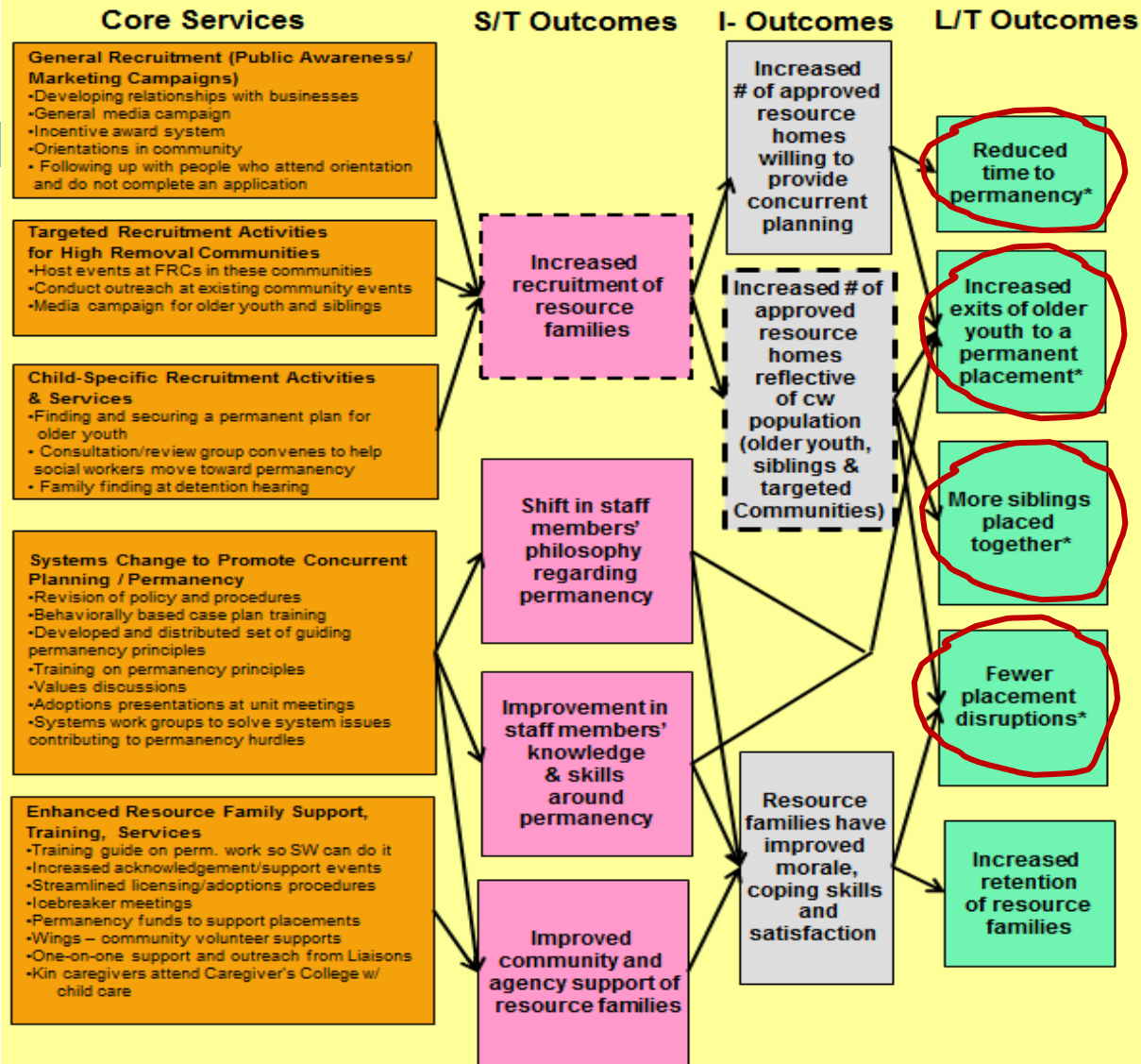
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ETO
Database



Roots and Wings Logic Model



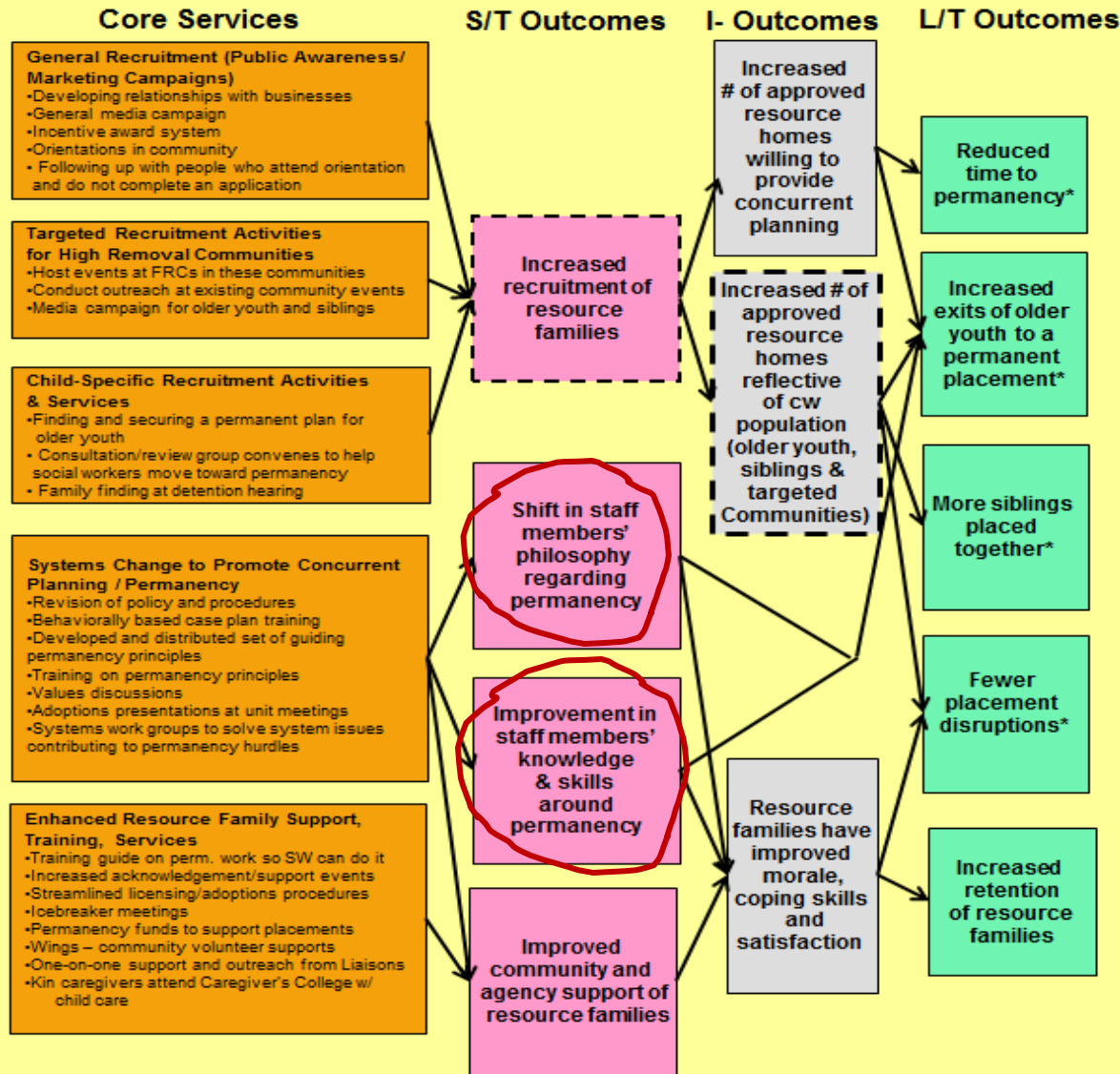
NOTES:

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Data
from
CSSR at
UCB



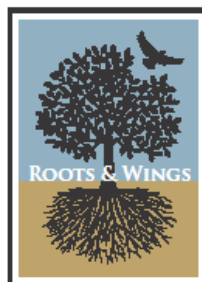
Roots and Wings Logic Model



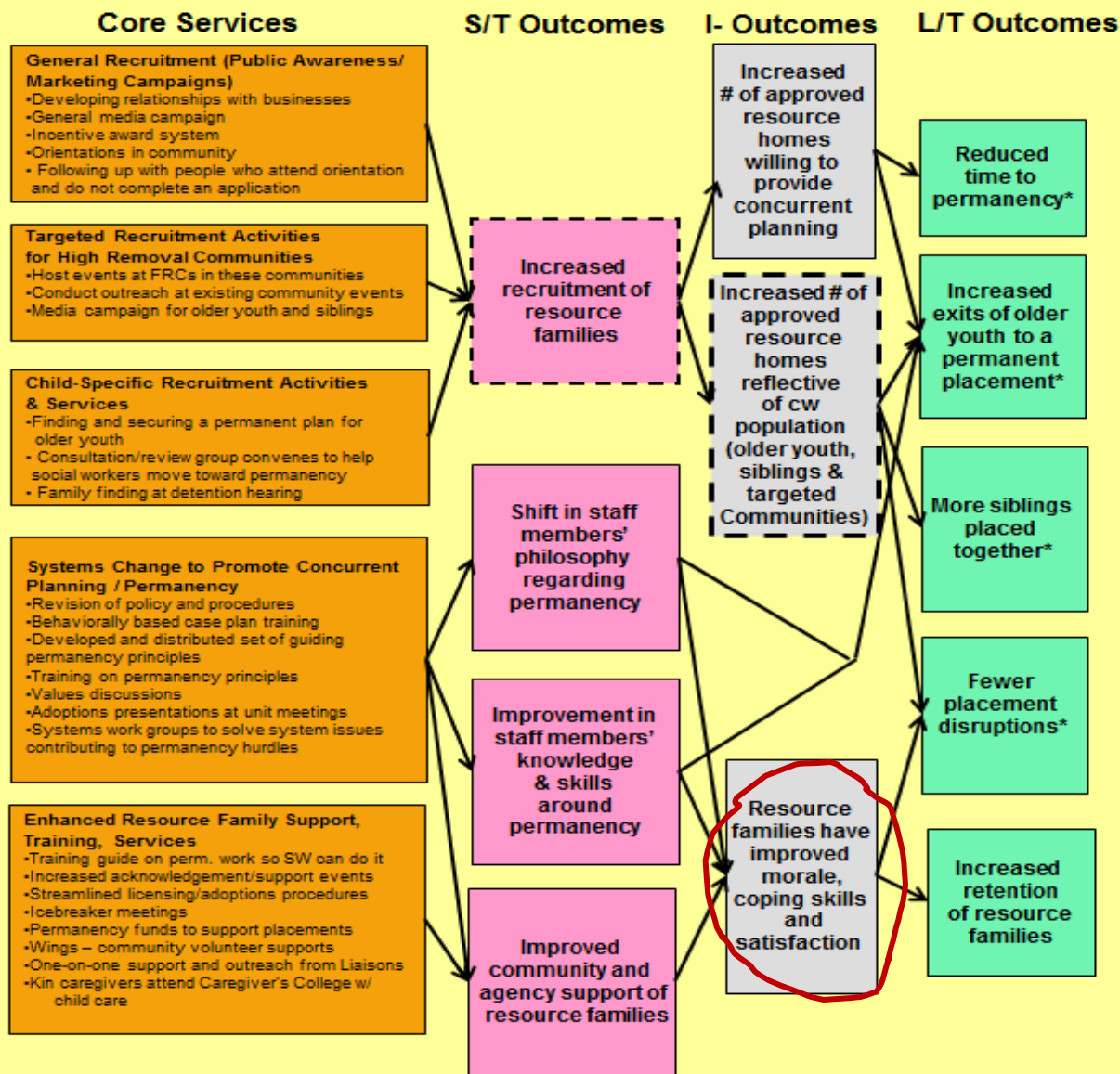
NOTES:

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On-line
survey
for staff



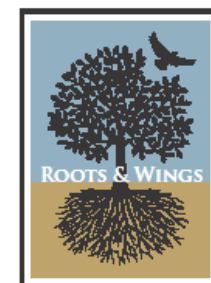
Roots and Wings Logic Model



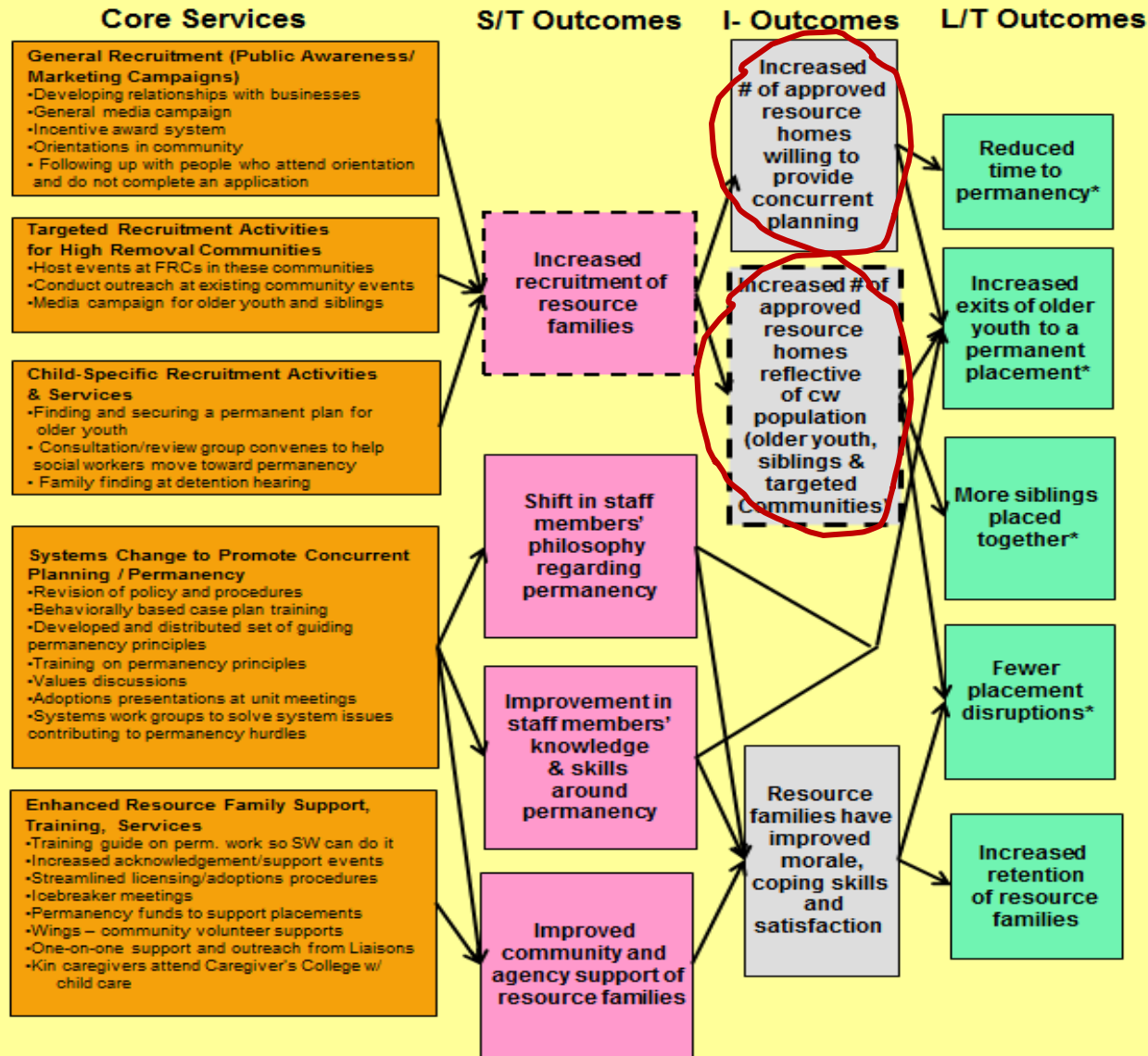
NOTES:

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**Mail
survey
of
resource
parents**



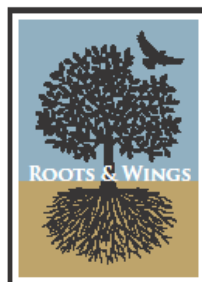
Roots and Wings Logic Model



NOTES:

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3. Implementation of Core Services monitored with SJSU process evaluation

Data source under development



Recruitment

11

- ❑ Full time community based Resource Family Specialist dedicated to recruitment
- ❑ Community Collaboration
 - ❖ Sheriff's Department and CalWorks offering community rooms for orientations
 - ❖ Youth speaking at orientations
 - ❖ Advisory board outreach training (as co-presenters) to assist with educating the community as to the current status of foster children waiting for forever homes, soliciting donations to help foster children and recruiting potential adoptive/foster parents and volunteers



Recruitment

12

□ Community Collaboration

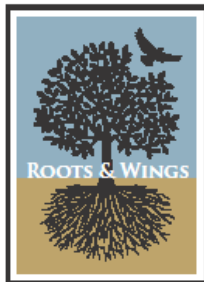
- ❖ 20 outreach efforts per month asking to conduct a recruitment presentation (hand out our brochures and orientation flyers)- service clubs, schools, churches, businesses
- ❖ Partnership with Businesses
 - ❖ Usage of Empty Buildings-window displays
 - ❖ A lumber and a paint company have donated supplies to create the window displays
 - ❖ Marquee
 - ❖ In front of a popular paint store on one of the busiest roads in town



Recruitment

13

- Community Collaboration (continued)
 - ❖ Partnerships with Businesses
 - ❖ Local TV station- creation of ads, Adopt Us Kids ads as PSA's, Project Santa, and assistance with media coverage when needed
 - ❖ Community television- interviewed adoptive/foster parents
 - ❖ Assist International and Driscoll's- donated goods and money
 - ❖ Local bookstores and local libraries- orientation flyers, bookmarks, displays of artwork by foster youth
 - Appreciation plaques given to hang in businesses



Recruitment

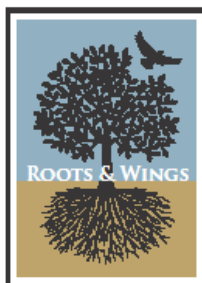
14

- Recruitment cards-"business cards" for resource parents that describe the benefits of fostering, dates of orientations and contact information for recruiter
- Candy bar "Got Suggestions or Connections?" campaign-given to child welfare staff so that they can assist with recruitment
- Adoptive/Foster parent Cultivation Policy-engaging/supporting prospective adoptive/foster parents from the first phone call through licensure
- Total revision of our website www.fostercare4kids.com
- Face book-developed with the assistance of a community member who attended a recruitment event



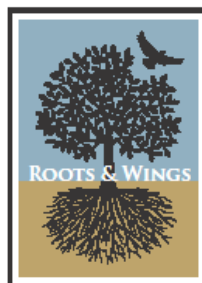
Appreciation plaque

15



Got Suggestions or Connections campaign

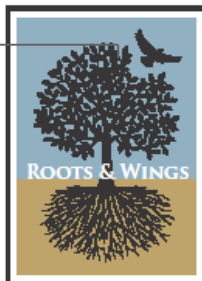
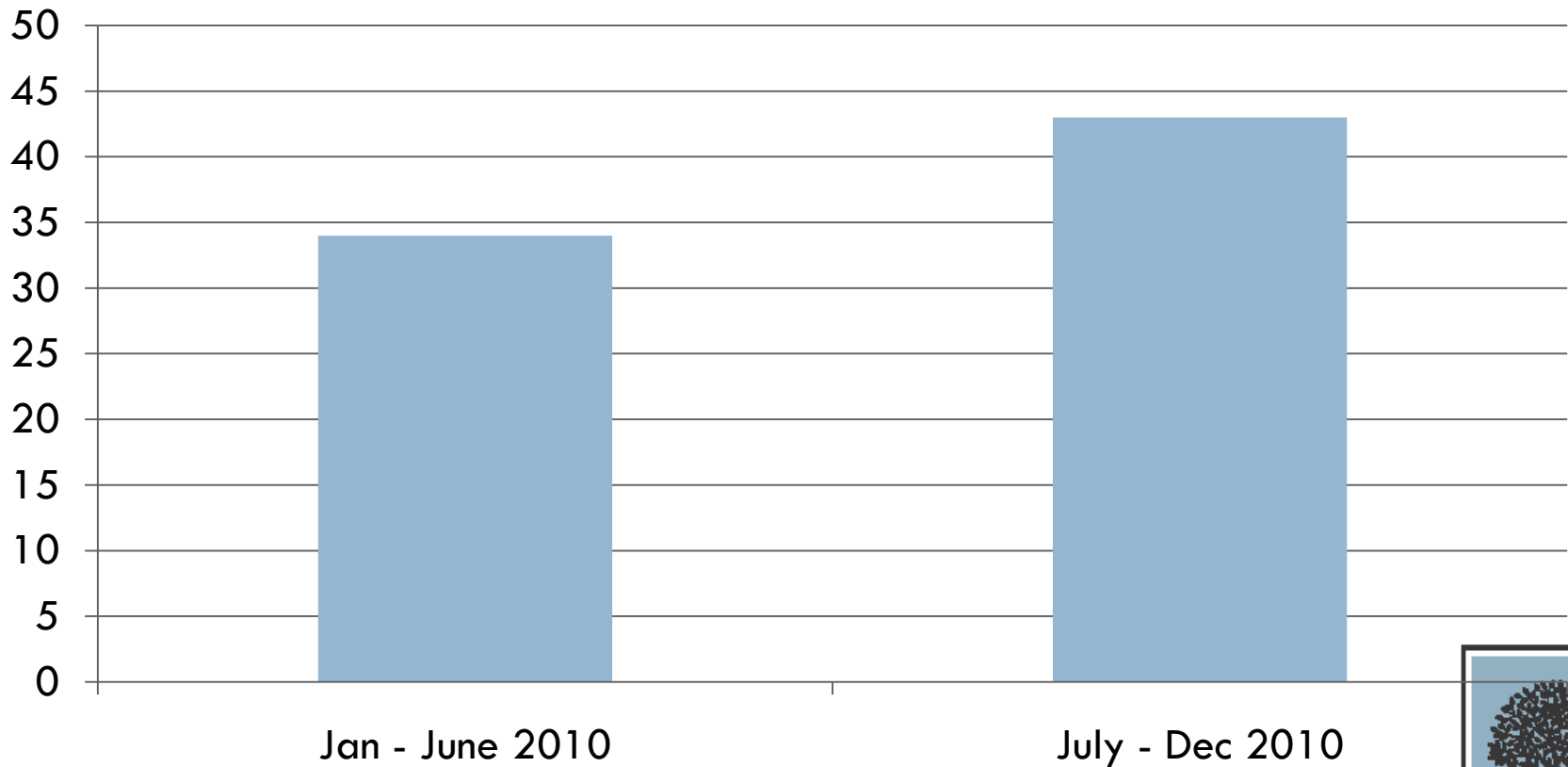
16



S/T Outcome 1: Increase Recruitment

17

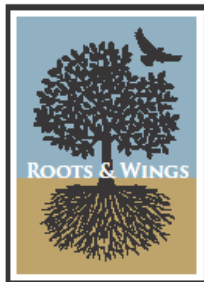
Attended Orientation



Retention and Support

18

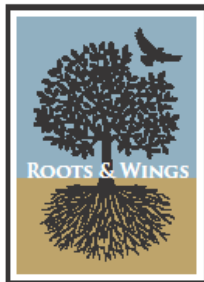
- Resource Family Liaisons working in Family Resource Centers located in high removal areas
 - ❖ Welcome baskets delivered at the time of first placement
 - ❖ Monthly call to every resource family offering support and assistance
 - ❖ Standardized Needs Assessment
 - ❖ One on one parenting education/support
 - ❖ Family fund days at the centers-support/recruitment events at the family resource centers



Retention and Support

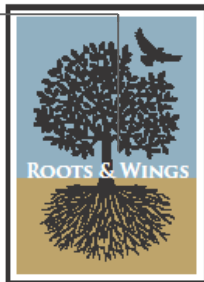
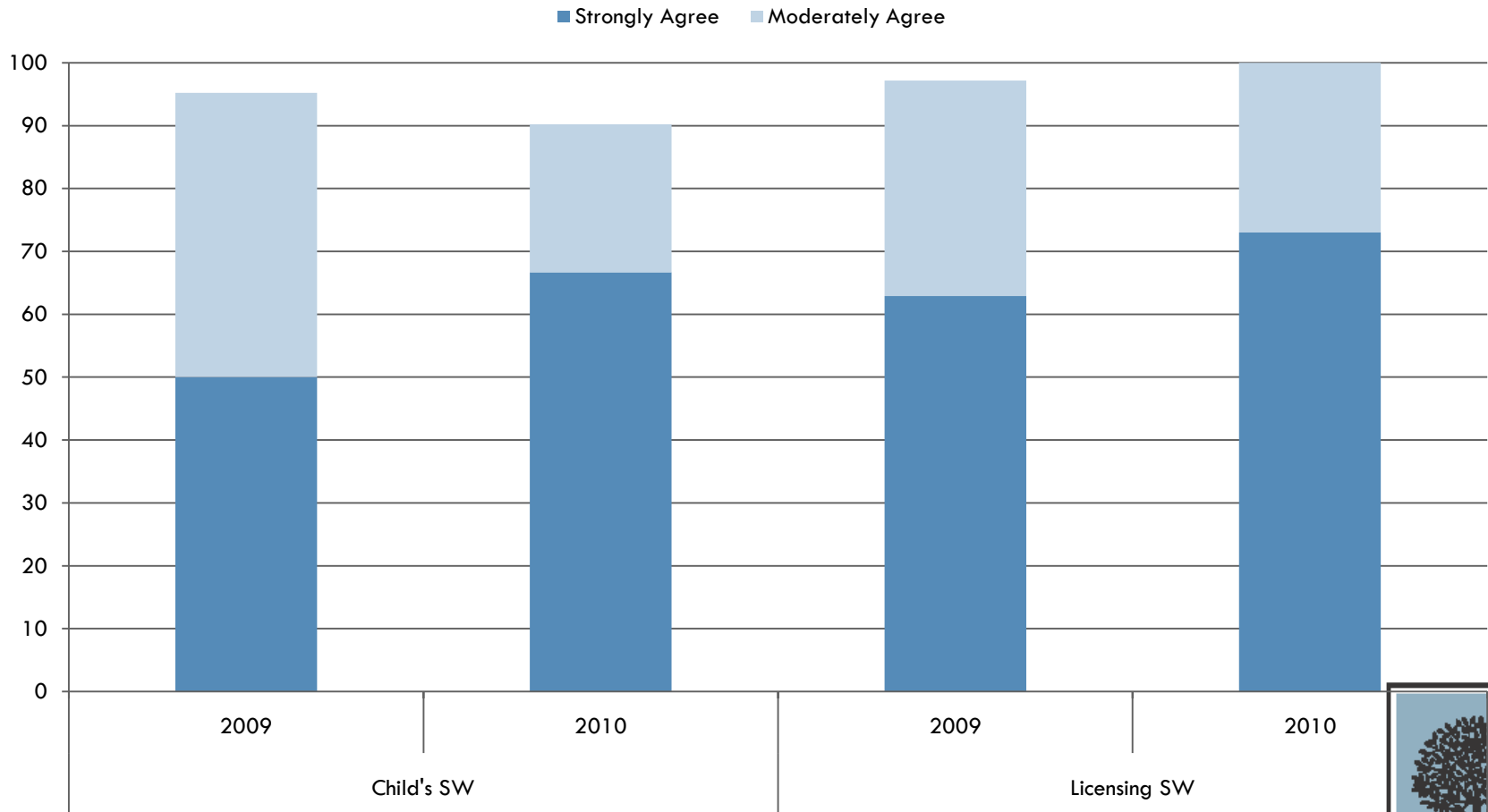
19

- ❑ Volunteers (Wings)-Resource parents are identifying needs of children in their care and Liaisons are recruiting and screening volunteers
- ❑ Coffee Connections-supportive monthly meetings for resource parents, particularly relatives and NRRERMs, who have recently had a child placed in their care; on-site childcare is provided



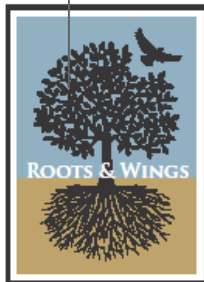
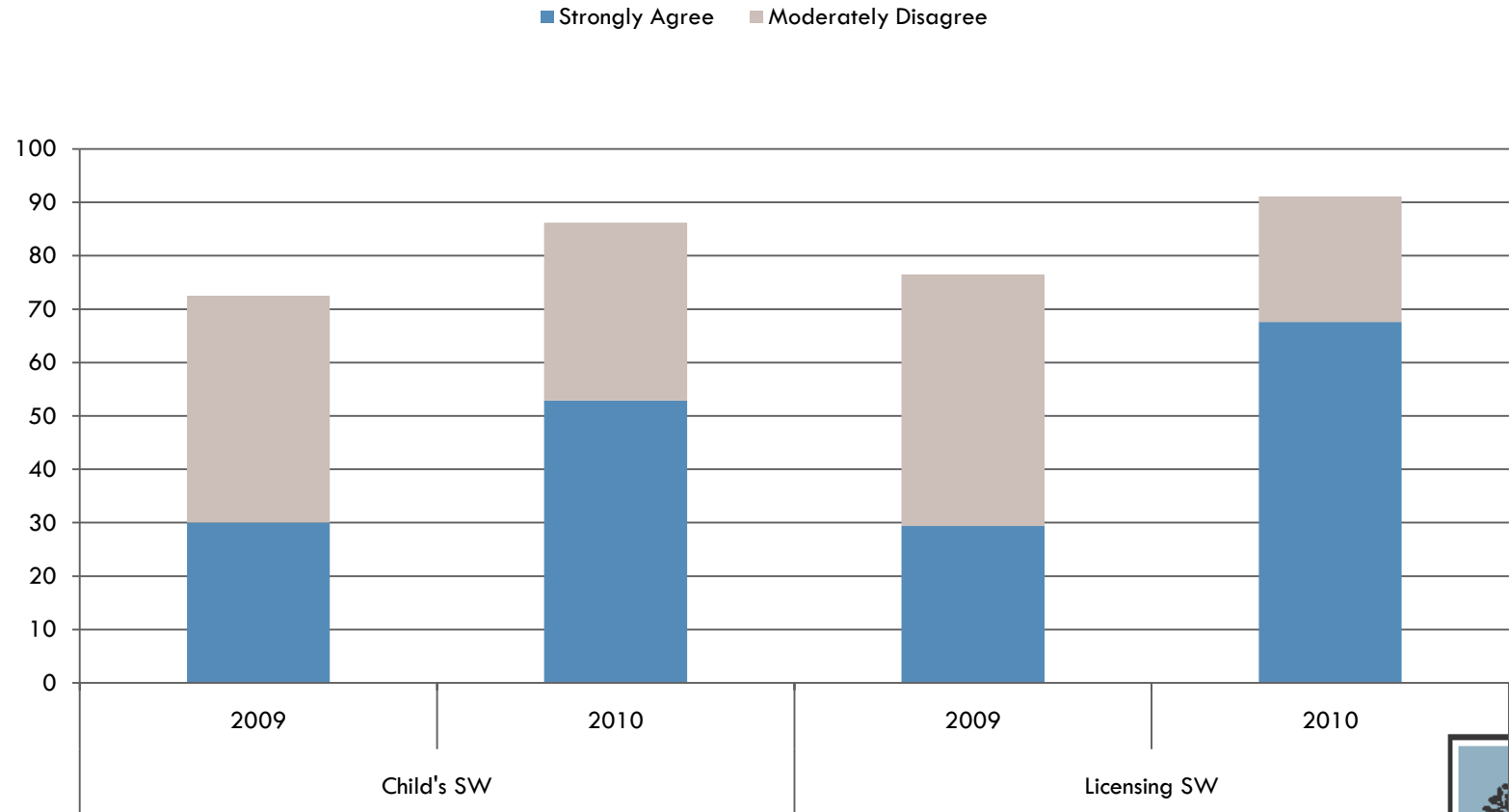
Increase Retention/Caregiver Satisfaction: Worker treats caregiver with respect?

20



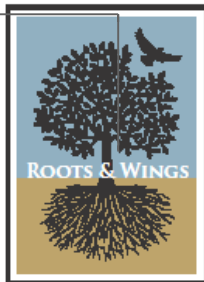
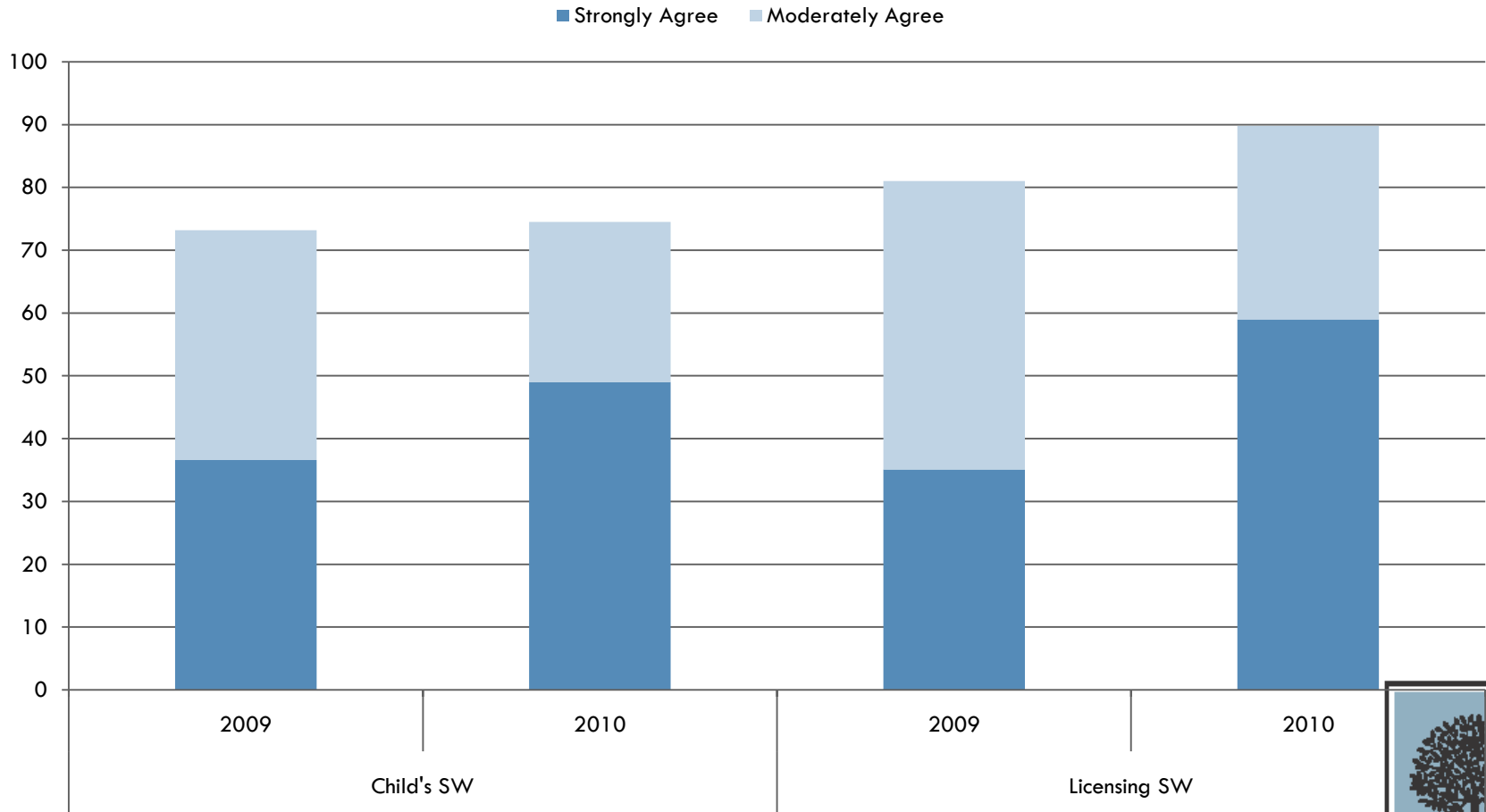
Increase Retention/Caregiver Satisfaction: Worker returns calls within 2 business days?

21



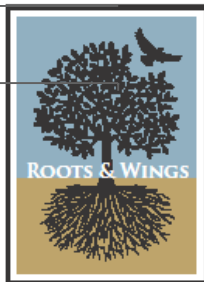
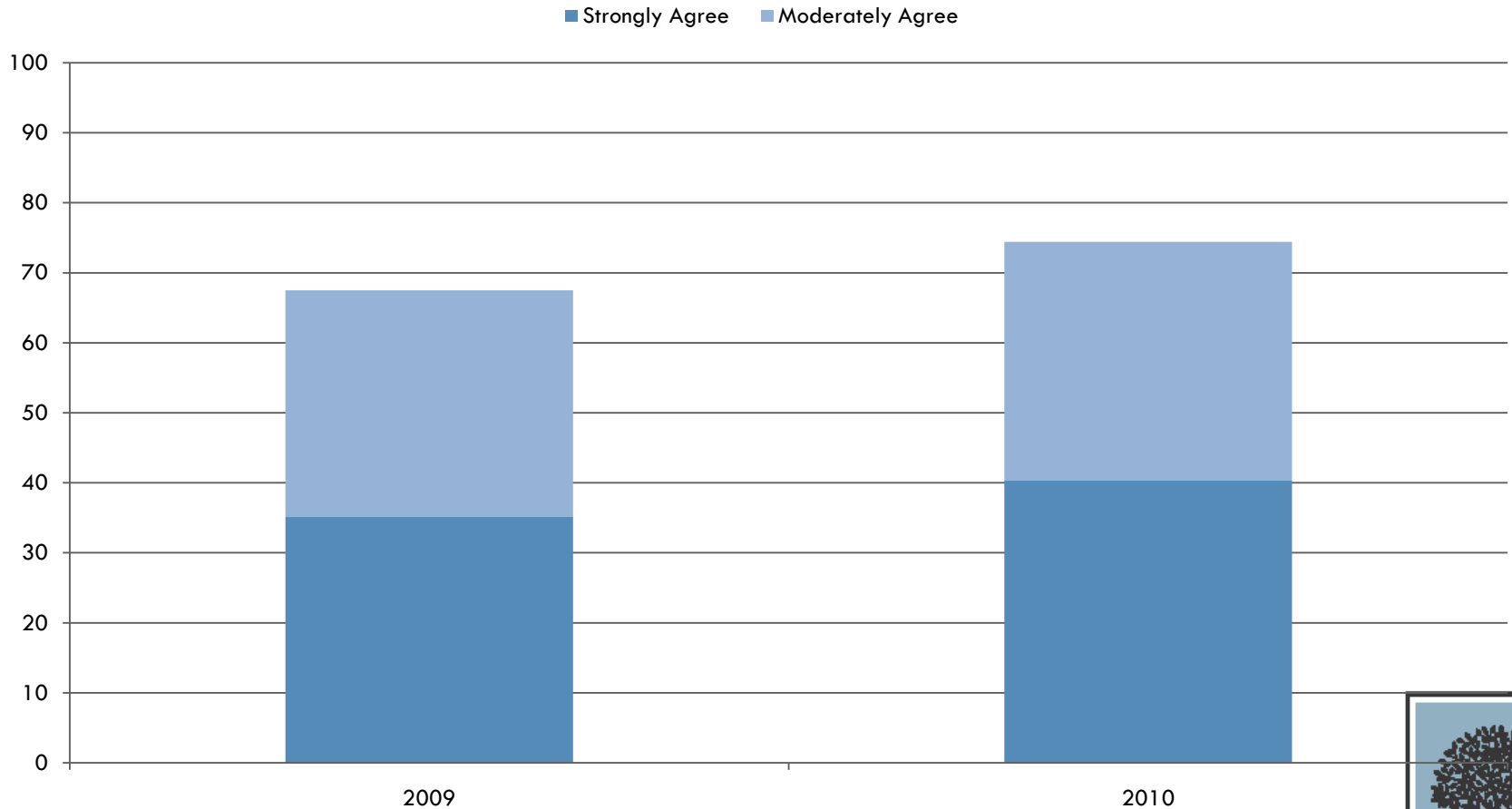
Increase Retention/Caregiver Satisfaction: Got my questions answered?

22



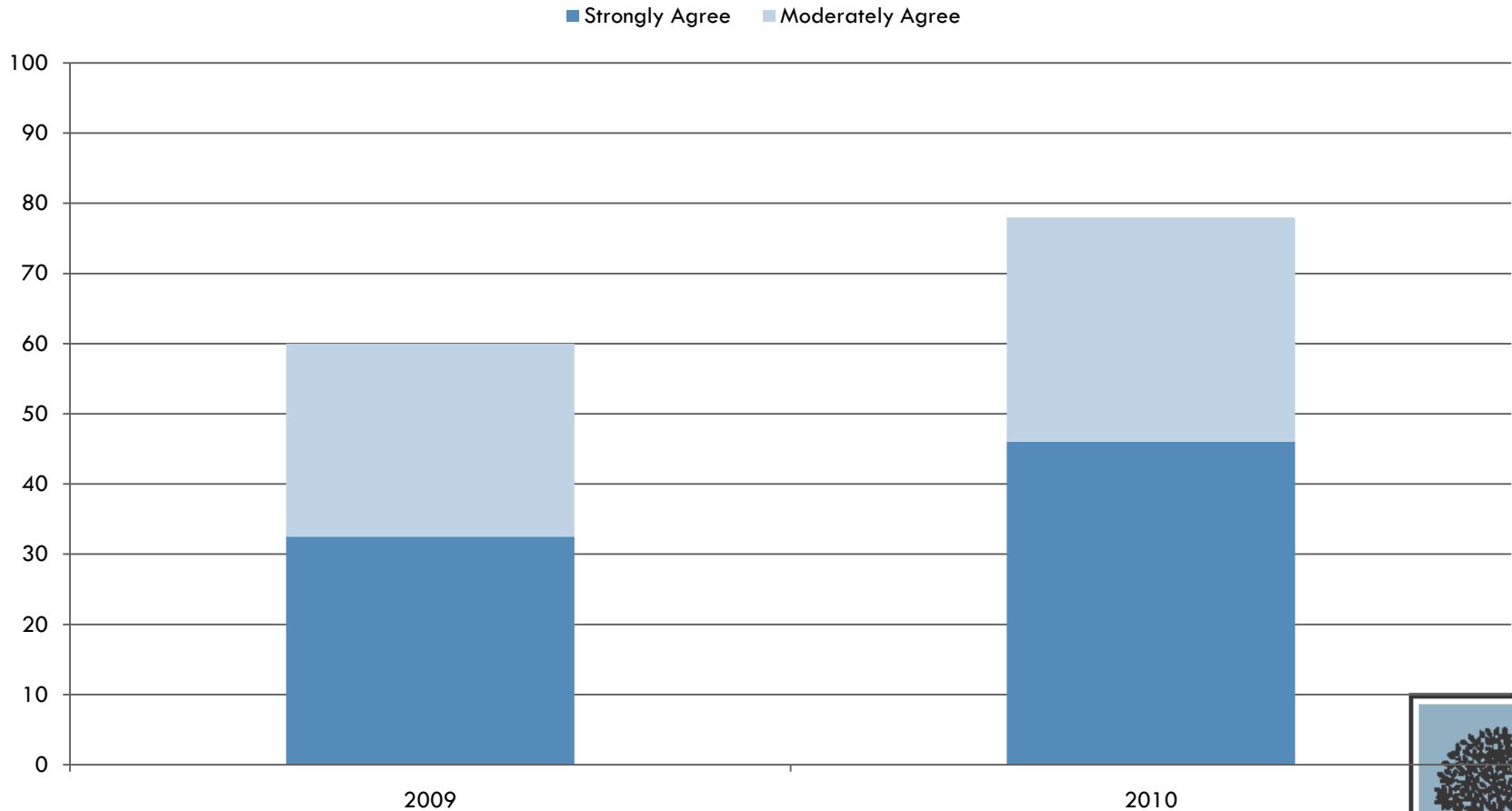
Increase Retention/Caregiver Satisfaction: Received enough information about child at placement?

23



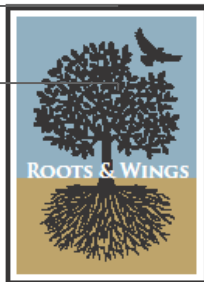
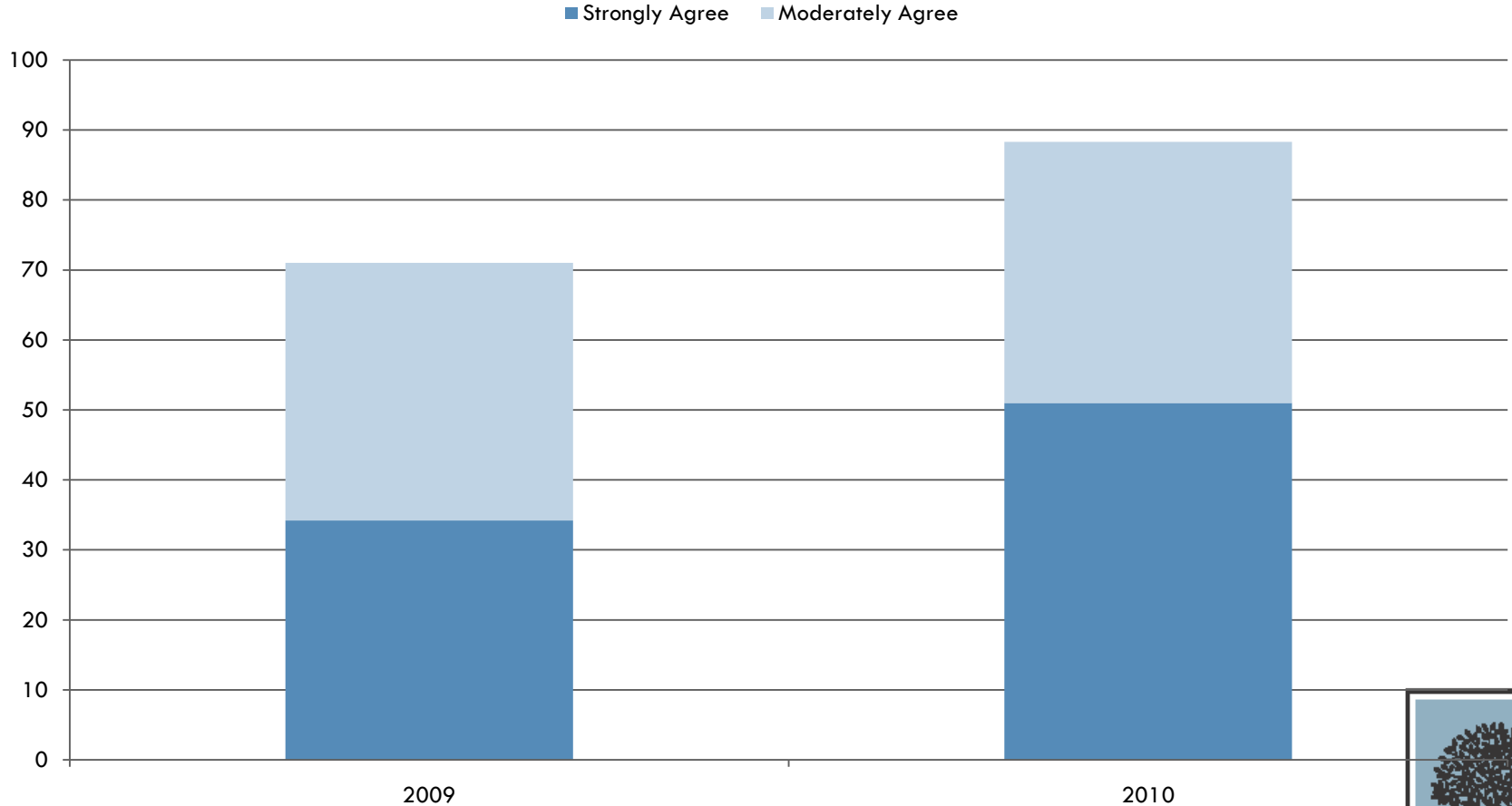
Increase Retention/Caregiver Satisfaction: Feel adequately involved in case planning?

24



Increase Retention: Received adequate information about concurrent planning?

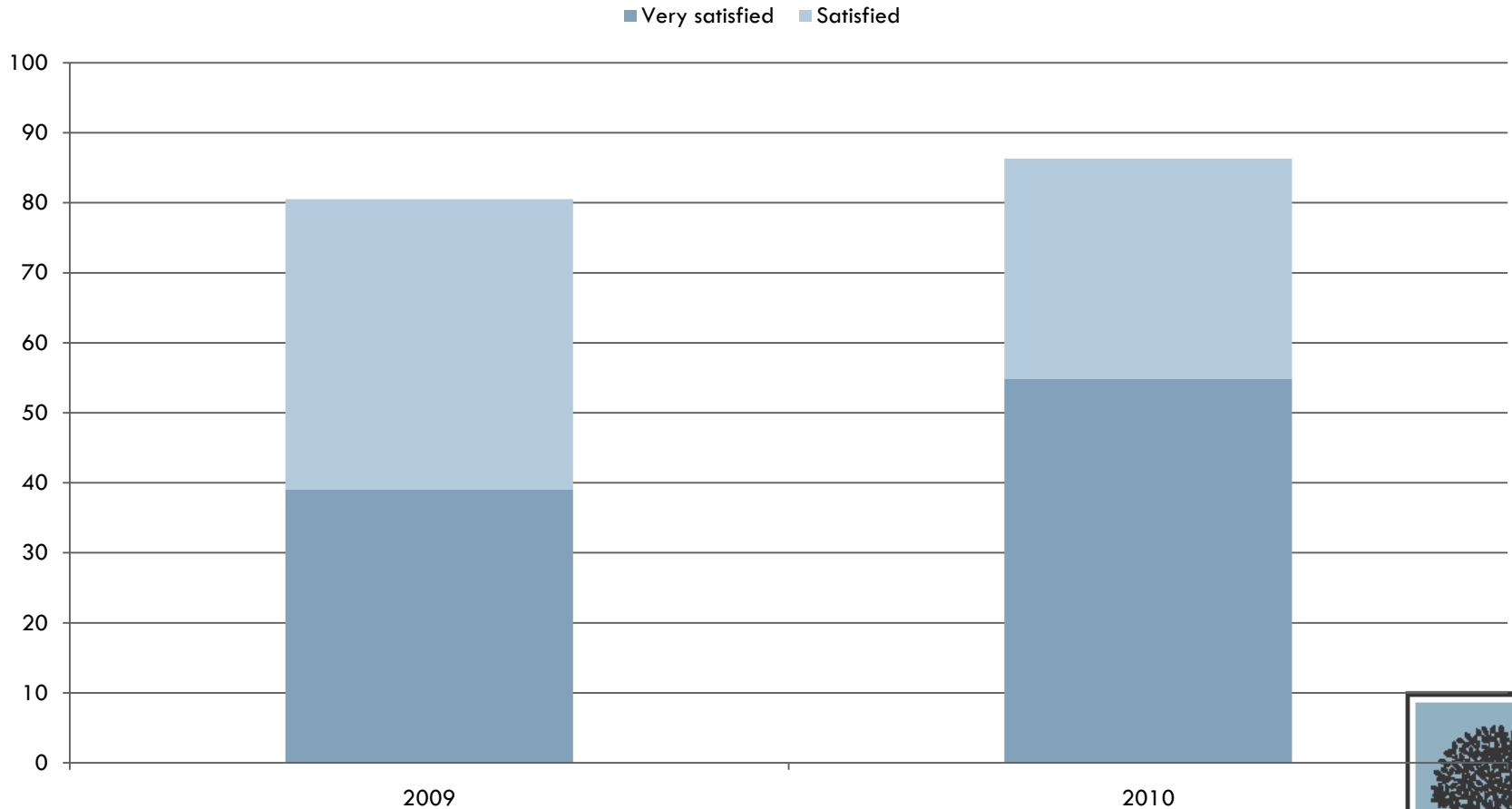
25



Increased Retention/Caregiver Satisfaction:

Overall satisfied with role as caregiver?

26



Timely Permanency

27

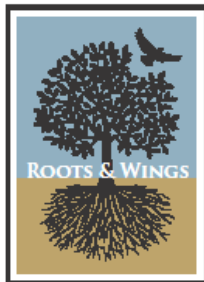
- ❑ Social Worker gathering family information at all detention hearings using a standardized form (which includes a family tree)
- ❑ Concurrent Planning Tool-consists of six items that workers sum to reach a classification of being not likely to reunify within six months
- ❑ 1/2 time Permanency Partner-performing child specific recruitment on youth ages 11 and over who have been in care 18 months or longer and do not have a viable permanent plan
- ❑ Development of Permanency Field Guide for social workers- outlining the steps of child specific recruitment



Timely Permanency

28

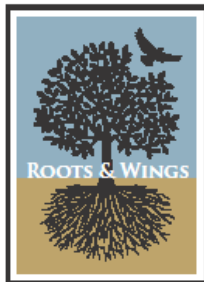
- Permanency Consult Group-discuss youth who do not have a viable permanent plan
- Permanency Workgroup-guides permanency efforts and addresses systems challenges related to achieving permanency for youth
- Video Project-incorporating the voices of youth into their child welfare records and ultimately into their recruitment efforts; helps prepare youth for permanency



Timely Permanency

29

- Values discussion/training on the tension between concurrent planning and family reunification and how that relates to the implementation of permanency practices; incorporates the concept of shared parenting
- Promote communication between Adoptions staff and Family Reunification workers at regularly scheduled meetings
- Train all staff on role of Adoptions worker as a “secondary” worker

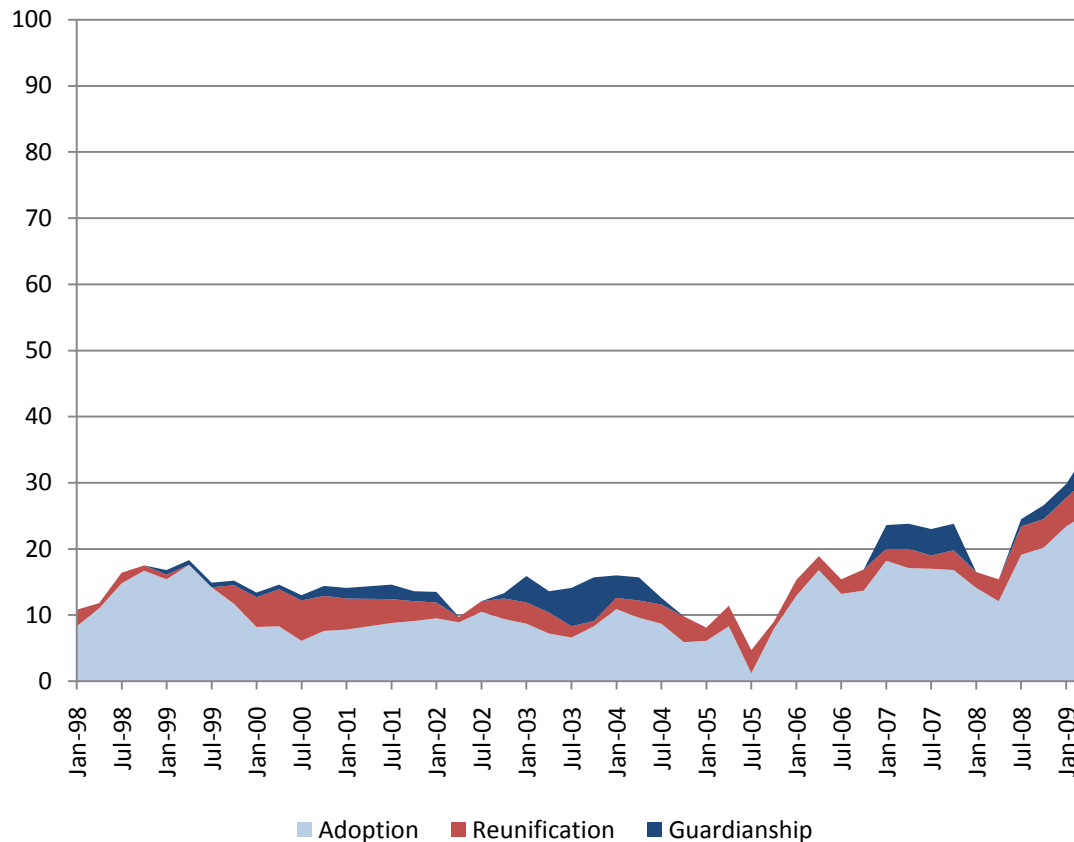


L/T Outcome 1:

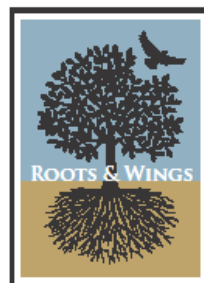
Reduced time to permanency

30

- Measure B: Percent of all children in care 24+ months on first day of year, in permanent home by last day of year, showing type of permanent home



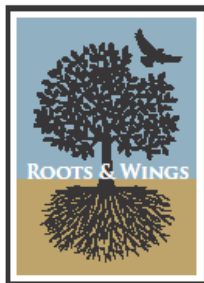
Possibility of seeing changes due to R&W: Q2 2011



Challenges

31

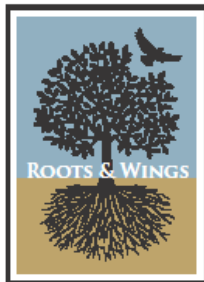
- ❑ Implementing system change during severe staff reductions
- ❑ Courts resistance to photolisting
- ❑ Dual licensure-competing timelines and need for placements



Lessons Learned

32

- The need to clarify data source gaps earlier so we could have moved more quickly on developing data sources and getting a baseline for some indicators
- The need to have evaluation and program work more closely together from the beginning
- Response to requests for community presentations-need for a personal contact
- More hours for Permanency Partner



Next Steps

33

- ❑ Customer service plan
 - ❖ Have you thanked a resource parent today? campaign
 - ❖ Guided discussions with child welfare staff and resource parents
 - ❖ Document key agreements and lessons learned in a “Guide to Working with Resource Families in Santa Cruz”
- ❑ Broaden photolisting orders for youth
- ❑ Develop caregivers guide to permanency-preparing families for permanency



Next Steps

34

- Development of a permanency folder for social workers to include;
 - ▣ Permanency Guiding principles
 - ▣ Definition of permanency
 - ▣ Permanency “cheat sheets”
 - ▣ 10 Tasks of Adolescence/40 Developmental Assests/6 Needs of Mourning

